



Classification and Pay Implications of NSPS

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Classification and Pay
Field Advisory Services**



National Security Personnel System (NSPS)

- **General Inclusion**
- **Governance**
- **Phase-In**



General Inclusion

NSPS	HR 1588	S 1166
Secretary is permitted to waive any provision of title 5.	Secretary is permitted to waive part III of title 5.	Secretary is permitted to waive part III of title 5.



Governance

NSPS	HR 1588	S 1166
<p>DoD and OPM build new HR system together.</p> <p>Secretary may exclude items essential to national security, subject to “direction” of the President.</p>	<p>DoD and OPM build new HR system together.</p> <p>Secretary may exclude items if essential to national security, subject to “decision” of the President.</p>	<p>DoD and OPM build new HR system together.</p> <p>Secretary has no national security waiver.</p> <p>DoD may not include 10 defense labs in NSPS.</p>



Phase-In

NSPS	HR 1588	S 1166
Not addressed	Not addressed	Implementation (employee coverage) is phased-in: <ul style="list-style-type: none">•FY 04 – up to 120,000•FY 05 – up to 240,000•After FY 05 – more than 240,000 if the Secretary certifies performance management and pay formula meet specified criteria.



National Security Personnel System (NSPS)

- **Position Classification**
- **Pay Administration**
- **Premium Pays**



General Schedule Classification

Administration	HR 1588	S 1166
5 USC Chapter 51 waivable	5 USC Chapter 51 waivable	5 USC Chapter 51 waivable
Establishes General Schedule classification system	Establishes General Schedule classification system	Establishes General Schedule classification system



General Schedule Pay and Prevailing Rate Systems

Administration	HR 1588	S 1166
5 USC Chapter 53 waivable	5 USC Chapter 53 waivable	5 USC Chapter 53 waivable
<ul style="list-style-type: none">•Establishes General Schedule pay rates•Establishes prevailing rate systems (blue collar pay and job grading)	<ul style="list-style-type: none">•Establishes General Schedule pay rates•Establishes prevailing rate systems (blue collar pay and job grading)	<ul style="list-style-type: none">•Establishes General Schedule pay rates•Establishes prevailing rate systems (blue collar pay and job grading)



Pay Administration

Administration	HR 1588	S 1166
5 USC Chapter 55 waivable	Subchapter V of 5 USC Chapter 55 waivable	5 USC Chapter 55 not waivable
<ul style="list-style-type: none">•Provides for pay administration generally•Establishes premium pays	<ul style="list-style-type: none">•Establishes premium pays (overtime, Sunday, and holiday pay; night, standby, and other differentials)	<ul style="list-style-type: none">•Provides for pay administration generally•Establishes premium pays



Travel, Transportation, Subsistence

Administration	HR 1588	S 1166
5 USC Chapter 57 waivable	5 USC Chapter 57 not waivable	5 USC Chapter 57 not waivable
Provides travel and subsistence expenses (TDY) and travel and transportation expenses under PCS	Provides travel and subsistence expenses (TDY) and travel and transportation expenses under PCS	Provides travel and subsistence expenses (TDY) and travel and transportation expenses under PCS



Allowances

Administration	HR 1588	S 1166
5 USC Chapter 59 waivable	5 USC Chapter 59 not waivable	5 USC Chapter 59 not waivable
<ul style="list-style-type: none">•Overseas allowances (quarters, cost-of-living, danger pay) and differentials•Uniform allowances	<ul style="list-style-type: none">•Overseas allowances (quarters, cost-of-living, danger pay) and differentials•Uniform allowances	<ul style="list-style-type: none">•Overseas allowances (quarters, cost-of-living, danger pay) and differentials•Uniform allowances



Administration Proposal

Provides ability to waive any portion of the following chapters of 5 USC:

- 51 (Classification)**
- 53 (Pay Rates and Systems)**
- 55 (Pay Administration)**
- 57 (Travel, Transportation, and Subsidies)**
- 59 (Allowances)**



House Proposal

- **Provides ability to waive any portion of the following chapters of 5 USC:**
 - 51 (Classification)
 - 53 (Pay Rates and Systems)
- **Permits waiver of Subchapter V, Premium Pays, of 55 (Pay Administration)**
- **Prohibits waiver of chapters 57 and 59**
- **Requires civilian compensation to be adjusted at same rate as military compensation, to maximum extent practicable**



Senate Proposal

- **Provides ability to waive any portion of the following chapters of 5 USC:**
 - **51 (Classification)**
 - **53 (Pay Rates and Systems)**
- **Prohibits waiver of any portion of chapters 55, 57, and 59**
- **Omits reference to civilian compensation adjustment in relation to military compensation**



Questions?